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## From the Editor



Contemplating our identity is *de rigueur* this season.

For many of us, Halloween provided a perfect opportunity to don costumes and become someone or something else. Do we choose our costumes because they represent who we are or who we wish to be? We know that sometimes when we obscure our personal features, we begin to act differently.

Departments are being asked to determine their identities in terms of proposed new administrative and faculty structures. To choose a faculty home, departments have had to look at who they are and where they wish to be in the future. Did they go with traditional divisions with familiar identities or did they create new and innovative ones?

How do any proposed new roles and duties of department assistants, department heads, coordinators and directors influence our identities? Do we start behaving more corporate because our structure and duties begin to look more corporate?

Faculty identity is at the heart of the issue of rank. How will a system of ranking and titles mesh with individual professional identities?

We love our new identity as the darling of the Globe and Mail's University Report. We embrace that we score so highly in quality of education and student-faculty interaction. We still see ourselves as being a hands-on institution with small class sizes, personable faculty and staff, and a commitment to service our community. So how does this fit with a proposed identity that we become more entrepreneurial?

We know that, as an institution, we are growing up. We have to adopt a university identity. But let's make our new institutional identity congruent with our friendly, student-focused, community-based personality. We can embrace an identity if it not only reflects who we are, but who we wish to be.

**Lynn Kirkland Harvey**



## UPCOMING *Events!*

### FSA Forum

(on University Governance)

December 8th, 2010

2pm to 4pm

Abbotsford Campus B121

(Details on page 3)

### UFV/FSA

### Holiday Dinner & Dance

(Details on page 19)

## IN THIS ISSUE

<i>From the Editor</i> .....	1
<i>From the President</i> .....	2
<i>FSA Forum</i> .....	3
<i>From the Contract Chair</i> .....	4
<i>From the Staff Contract Administrator</i> .....	5
<i>From the Faculty Vice-President</i> ... .....	7
<i>From the Faculty Contract Administrator</i> .....	8
<i>From the Agreements Chair</i> .....	9
<i>From the FPSE Non-Regular Employees Rep</i> .....	10
<i>From the FPSE Status of Women</i> .....	11
<i>Best of Words &amp; Vision</i> .....	12/13
<i>From the Interim Secretary-Treasurer</i> .....	14
<i>From the OH&amp;S Co-Chair</i> .....	15
<i>EGM Minutes &amp; Update</i> .....	16-18
<i>Holiday Dinner &amp; Dance</i> .....	19
<i>FSA Contacts</i> .....	20
<i>What's Next on the FPSE Calendar</i> .....	20

## From the President



The FSA Executive has been active in promoting the interests of our staff and faculty members, and our students, through a variety of activities within UFV and through our collaborations with other post-secondary institutions, our community Labour Council, the Canadian Federation of Students, and through discussions with the Ministry.

University Week: In the late September and early October, we participated in the events that marked University Week. The week wrapped up on October 5<sup>th</sup>, with International Teachers' Day.

Sponsored by the Federation of Post Secondary Educators, our members were invited to attend two forums. The first was held at Capilano University on Academic Freedom. This forum featured Jon Thompson, Professor Emeritus, University of New Brunswick and Past Chair of the CAUT Academic Freedom and Tenure Committee. Dr Thompson talked about the important role Collective Agreements play in providing uniform protection for Academic Freedom in universities across Canada.

The second forum was held at Kwantlen Polytechnic University on the topic of Ranking and Advancement. The forum panel discussion included presentations from Cindy Oliver, President of FPSE, Liz Hodgson, Past President of the UBC Faculty Association, Michael Piva, Assistant Executive Director of the Canadian Association of University Teachers (CAUT), and Joanne Naiman, Professor Emerita of Sociology from Ryerson University. Dr. Naiman worked at Ryerson when they transitioned to a system of ranking of faculty. She is co-author of a chapter titled, 'Dueling Identities and Faculty Associations: A Canadian Case Study' which describes the transition. This chapter is available on our FSA website at <http://www.ufv-fsa.ca>. The forum at Kwantlen was televised and is available through the FPSE website at <http://www.fpse.ca> or through the Kwantlen Faculty Association website at <http://www.kfa.bc.ca>.

On behalf of the Federation of Post Secondary Educators, I attended the International Governance Conference held at UBC on October 7<sup>th</sup> and 8<sup>th</sup>. The speakers at this conference were invited faculty and administrators from around the world, brought together to discuss the factors that have threatened the important role of Academic Faculty in university governance. The role of the Collective Agreement in supporting Academic Governance was also discussed. One of the speakers at this conference, Wayne Peters, Associate Professor of Engineering at PEI and Vice President of the CAUT has agreed to present here at UFV on December 8<sup>th</sup>. The discussions at this conference all noted that the decreasing power of academic faculty in universities parallels the increase in number of administrators, the increasing emphasis on entrepreneurialism, the emphasis on a shortage of funding for education, and a shift away from education as a public service.

In mid October, I travelled to Victoria as part of the annual FPSE Lobby of the Legislature. We met with Deputy Minister of Advanced Education, Phillip Steenkamp, who talked about the status of his Ministry's plans for post secondary education (implemented with greater care and based on better data), the rationale for the moratorium on degrees (to reassess the criteria and processes involved in granting degrees), and his interest in collaborative work with FPSE in the development of plans and policy around the provision of post secondary education. Last year when we travelled to Victoria we met with Liberal MLAs to discuss the Policy Table report on cross-institutional collaborations. This year, he expressed his interest in reviving the Policy Table so that educators from post-secondary educational institutions can work with representatives of the Ministry to develop policy. He expressed his support for collaborative work between institutions, and a willingness to address some of the funding challenges to collaborations that were identified in the report from the Policy Table. This visit was before the October 25<sup>th</sup> Cabinet shake up that has us now under two ministries: the Ministry of Regional Economic and Skills Development and the Ministry of Science and Universities. How this will impact the new universities remains to be seen.

While in Victoria, we met with Ian Boyko of the Canadian Federation of Students, who talked about their collaborative work with Faculty Associations on issues of mutual concern, such as, increasing the affordability of and access to post secondary education. There are several recommendations for student aid in their 'Education shouldn't be a Debt

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Sentence' campaign. They would rather see student grants and loans made more widely accessible upfront than see debt forgiveness at the end. He also discussed the growing concern amongst students that institutions are using a *bait and switch* tactic to bring students into institutions by advertising the accomplishments of their full time faculty, while at the same time increasing their use of poorly-paid temporary contract faculty in the classroom. Most institutions do not provide sessional teachers with the time or resources to engage in the scholarly activity with their students often seen in recruiting brochures and on the websites of post secondary institutions.

With our acting Secretary-Treasurer, Vlad Dvoracek, and FPSE's Phillip Legg, I met with the Select Standing Committee on Finance and Government Services. We added our support to the efforts of our Federation to obtain the funding we need to serve the educational and research needs of our communities. Although we have received funding to build more spaces for students, without adequate funding to support the offering of courses in those spaces, the space will remain empty at the same time as students are turned away. Vlad's speaking notes are available on our website.

Fair Employment week was October 25<sup>th</sup> to 29<sup>th</sup>. We set up a table in the foyer of A building to hand out information on the plight of faculty on sessional contracts at universities. Toward the end of the week, we held a wine and cheese reception to raise awareness and support for our Sessional Faculty and our Auxiliary Staff. I found myself sitting at a table with three Sessional Faculty – all who have been working on a contract basis at UFV for ten years or more. We also have Sessional Faculty working for us who graduated from UFV. They went off to graduate school, leaving UFV with high grades and excellent references, only to return to find themselves earning half that of their similarly educated colleagues. There was some good news at the end of Fair Employment Week in that we were able to work with Management to uphold the collective agreement language regarding the evaluation of Sessional Faculty members. If you are interested in the work of FPSE and CAUT to ensure the work of faculty members is not de-valued, please stop by our office. We have information on their campaigns to increase awareness and support for the profession.

The Fraser Valley Labour Council held their annual fund-raising spaghetti dinner on October 20<sup>th</sup>. On your behalf, the FSA donated two desserts which, at a very small cost to us, raised close to 400 dollars at auction. The auction of donated desserts raised close to 2000 dollars for the United Way within about an hour. Kathy Gowridge, our Occupational Health and Safety representative, attended with me.

Plans for our annual Dinner and Dance, December 4<sup>th</sup> are well underway. Please come out and join us for this event.

*Rhonda Snow*

## Notice of FSA Forum - December 8th, 2010

**Time: 2 – 4 pm**

**Room: B 121**

Speaker: Wayne Peters, VP CAUT

The issue of university governance has bedeviled CAUT for many years. There has been general consensus about the key principle, namely, that academic staff must play a decisive role in making educational decisions and setting educational policy if post-secondary institutions are to fulfill their purposes. The bedeviling question has been how to operationalize that principle.

CAUT's long-held answer is through a bicameral system of governance with a board of governors responsible for financial and administrative matters and a senate (with a strong majority of academic staff) responsible for educational matters. The problem is that senates have consistently disappointed. This presentation will examine CAUT history on matters of university governance, and will propose ways to ensure the academic voice is maintained in our institutions.

Wayne Peters is Associate Professor in UPEI's Department of Engineering in Charlottetown, PEI where he has taught for 15 years. He is President of the UPEI Faculty Association, having served as its President for four years – and Vice-President of the CAUT, where his activity spans the past seven years.

## From the Contract Chair



As I recently reported on the FSA website, we made a bit of a breakthrough in bargaining last week. We got the Employer to agree to suspend the practice of anonymous staff evaluations, and to use “peer” evaluations only with the consent of the person being evaluated. This moratorium will last as long as it takes a committee to reassess the current staff evaluation questionnaire. We are assuming that the committee (when constituted) will concur with us that “anonymous peer evaluation” creates more problems than it solves. Probably, then, the practice is gone for good.

A bit of clarification is called for, however. First of all, anonymity and confidentiality are two different things. What I say anonymously can't be traced back to me. I can't be held accountable. What I say in confidence has my name on it—but that's okay because the recipient of a confidential communication, someone I trust, agrees not to release my name to others. Whereas the truthfulness of my anonymous comments is anyone's guess, when I enter into a confidential relationship there is an understood promise that what I say is true. I trust you not to attribute what I've said to me; you trust me not to feed you a pack of malarkey.

(Anonymity has its place in modern society, of course. People who call *Crimestoppers* often live in legitimate fear of retaliation from their no-good neighbours, or from the guy they saw breaking into cars in the underground parking lot. Their identities aren't really relevant anyway. They're just bystanders. It's the same sort of thing with teenagers who call those special counseling lines: they wouldn't be *able* to ask for advice about abuse, drugs, sex, or probably much else if they had to give their names. And in the context of the transaction, their names don't matter.)

Secondly, one's “peers” are one's equals. A supervisor is not a peer, nor is a client (if one provides counseling) nor is a customer (if one is selling something) nor is a student (if one is teaching, advising, or processing paperwork). Such people have a different, more specialized perspective than a person's peers could ever have on how well he or she is doing the job, and their views are therefore germane to judgments about that person's performance. Also, people tend to guard their boundaries when they're around those who are higher or lower in the pecking order; with their equals, by contrast, they tend to relax their boundaries. That's why peer evaluations are unreliable. It's not that they are ill-informed, but that they tend to be based on more information than is strictly relevant.

Well, I don't need to draw the obvious conclusion. Evaluations, as much as is possible, should be free of the wildcards that anonymity and peer-to-peer relationships can introduce. As far as recent discussions with the Employer are concerned, I believe we are on the right track.

When it comes to faculty evaluations, however, the matter may be a bit more complicated. Should students be allowed to comment anonymously on their instructors? Should peer evaluations be used?

The anonymity of student responses on a faculty evaluation shares the weakness I have already described: it provides no guarantee that the results are reliable. On the other hand, perhaps students do require more protection than one's fellow employees. They are, arguably, more at the mercy of their instructors, and more legitimately anxious about retaliation for negative comments. In a small institution like UFV, furthermore, the chances are very good that the same instructor and the same student will encounter each other again in another course.

This looks like a good argument for anonymity until one considers that most teachers have no trouble figuring out the source of negative feedback on class evaluations. When a student in a Rhetoric course disparaged me for being “too left-leaning,” I thought back to the couple of political discussions that had taken place and was easily able to identify the complainant. When informed that “a wardrobe update would be nice to see,” I remembered the fashionista in the

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class and laughed. But these trivial examples should not blind us to the fact that anonymity can and does provide a cloak for nasty and libelous remarks. So, a case can be made that confidentiality, but not anonymity, is the way to go here as well.

Where peer evaluations for faculty are concerned, I am less certain. Faculty members are familiar with the process known as "peer review," a version of "quality control" for publications in academic journals. Peer review is also one of the components in decisions about tenure and promotion. In most cases, however, journal submissions are "blind," eliminating (or at least reducing) the element of personal bias. And in the case of tenure and promotion, it might be argued that the process is flawed to the very extent that personal bias creeps in, despite the best intentions of the evaluators.

These, at any rate, are some of the arguments that are going through my mind as we draw closer to negotiating the issues that pertain especially to faculty. I am guessing that we should reach that point early in the New Year. If you have comments, ideas, or suggestions, please send them along. I will keep them confidential, naturally,

**Hilary Turner**

## From the Staff Contract Administrator



**Hello again!** The difficulty with beginning to reflect on the past two months is trying to capture the issues in a manner that will create awareness and provide some level of insight for our membership. The position of staff/faculty contract administrator is unique because for the most part it deals with conflict within the workplace. To clarify, it is not the role of the contract administrator to fix problems between members, but to address issues within the workplace environment that are in contravention of the collective agreement.

So, what does this mean? The following excerpt from the Vancouver Province provides clarification:

Employers increasingly have to provide a psychologically safe workplace.... For example, if an employer sees warning signs of workplace stress or burnout such as anxiety and tiredness from an employee and the employee complains about the issue but the employer does nothing about it, the door for liability has been opened.... People working in psychologically unsafe places often feel resentful, contentious, angry, excluded, depressed, diminished, anxious, aggrieved and uncared for. (Sin, Oct. 1, 2010, p. A16)

Not surprising, these feelings of frustration and lack of power relate directly to the staffing issues I have dealt with over the last couple of months. A brief summary includes an ongoing dismissal grievance that has moved to arbitration; three employees off on short term leave due to issues within the workplace; a number of questions regarding job postings; the process of hiring with regard to internal and external selection; breakdowns in communication between supervisors and subordinates and the evaluation process.

### Staff Evaluations

Staff evaluations consume substantial time, effort and money and rarely are the insights or recommendations addressed in a manner that will benefit the employee or the institution. Results (if good) usually disappear into the back of employee minds and administrator's files and if bad are used as justifications for decisions already made. If training is provided only 10-15% of participants actually bring the new insights and skills back into their workplace. Individuals usually find little support for the new initiatives, run out of steam, and revert back to the old ways of doing.

### Questions to think about:

Is an evaluation an opportunity to exercise power, or is it a process for helping individuals to grow and improve?

*...continued on page 6*

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Is an evaluation an exchange of information, needs, and feelings, or is it used as influence and manipulation of others? Is an evaluation motivation for growth and self-actualization, or is it a tool to produce magic numbers to help us believe things are working?

**Things we should all know about our current evaluation system:**

1. If you thought 2.0 was a satisfactory rating you are wrong. A rating of 2.1 is reason for concern and indication of unsatisfactory work performance. There are only nine points on a twenty-point scale that are considered satisfactory.
2. The evaluation is not cumulative. This means the numbers for each question are not compiled for an average score for your review. Each question and resulting score stands alone.
3. If you have a concern with the outcome of your review you may (and should) write a letter outlining your concerns. This letter should be saved in your personnel file.
4. You are entitled to see all the people that your evaluation is sent to.
5. Pay attention to the people management selects to evaluate you. This is very important. If you don't see evaluators as key figures in your day-to-day activities.... ask why they are included in the evaluation?
6. Students, auxiliaries, contract and probationary employees are not allowed to evaluate permanent staff.
7. If you receive a rating that you feel is unwarranted, ask for the documentation that supports that rating.
8. Anecdotal comments from peer evaluators on your evaluation are no longer anonymous.
9. RESULTS OF YOUR EVALUATION SHOULD NOT COME AS A SURPRISE!! Do not be compliant – Ask questions and ask for evidence!

**Best Practices - When will what we know change what we do?**

We know that management practices and assumptions about people can lead either to alienation and hostility or to commitment and high motivation. Working lean and mean with coercion, tight controls, threats and punishment generates low productivity, antagonism and subtle sabotage. A softer version that avoids conflict and satisfies everyone's needs generates superficial harmony with undercurrents of apathy and indifference. These conditions can waste talent and convince people to devote their time and energies to beating the system. Sound familiar?

To begin, UFV needs a human resource philosophy that defines how we treat people. This philosophy needs to be enforced with policy and practice. Human relation skills are critical for effective management, especially within the middle management positions that are continuing to spring up with our ever-expanding growth. There is no guarantee that those who gain power will use it wisely or justly especially when there is no formalized human resource philosophy or policy.

What does this have to do with staff evaluations and best practices? It is difficult to view best practices for an evaluation system without first looking at the institution and how the organization views their employees. What is the sense of spirit or purpose that UFV infuses in its relationship with employees?

The evaluation process is all about developing people throughout their career. It is a process starting with a new hire or promotion leading to training, coaching/mentorship and performance appraisal.

There are four stages: Setting the expectations; training; coaching and performance appraisal.

*...continued on page 7*

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**Setting the Expectations** – Review the job description and goals. Establish and maintain two-way communication.

**Training** – Support training and help to manage the transference of the knowledge to the work environment. Maintain and discuss individual development plan.

**Coaching/Mentoring** – The supervisor works with the employee to perform and be team players.

**Performance Appraisals** – A formal process where the supervisor has a conversation with the employee, reviews their performance and development evaluation.

What has not been addressed in this article is the actual tool that needs to be developed for performance evaluation. What I have attempted to provide is an understanding of what the performance evaluation should be used for and how it can be beneficial to both the employee and the institution. This is no easy task. We need to reframe the very concept of performance evaluation with a shared ground and common understanding of counting what counts.

Please, if you have any suggestions, concerns, or issues drop me a line or pop by for a visit. I have managed to have one “coffee, chocolate, and the collective agreement” meeting in Chilliwack and I was pleased to see about ten people drop by to talk about various issues and concerns. I am hopeful that we will have additional meetings in Abbotsford and Mission before the Christmas break.

And taking a team cheer from the Vancouver Canucks...**WE ARE ALL THE FSA!** Remember to exercise your strength in developing a valued workplace.

**Jill Harrison**

## From the Faculty Vice-President



I am impressed by the awareness some of my students have of the current challenges faced by universities and university faculty. They continually forward articles to me that they find on the internet regarding various developments in post-secondary education. For example, one student recently sent me a copy of a piece from the Wall Street Journal, which described how a number of institutions in the United States are using spreadsheets to measure the economic efficiency of departments and faculty members. In short, the administrators in these universities expect that departments and faculty members should not be a fiscal burden to the institution and should be responsible for bringing in more money than they cost. In other words, a professor or an entire academic area is to be judged as a source of profit for the institution.

The student who sent me this piece was horrified by the implications of this model. He has thought about pursuing a career in academia, and he is inspired by the values that have in the past helped shape the idea of a university. In particular, he is an active proponent of a standard understanding of what is typically called a 'liberal arts education'. He is uneasy about committing to graduate school in an environment where something like a simplistic spreadsheet is used to measure the worth of instructors and their disciplines.

I think my student's misgivings are reasonable, and I share some of his anxieties. We are reminded frequently of the 'new economic realities' that are said to be determining the priorities within education. However, I, much to my surprise, am not as pessimistic as I perhaps should be. While we, as faculty members, may feel vulnerable to policy decisions that are outside of our control, we still have the ability to protect our ideal of education. In the end, our power rests in our collective will and how that guides the future of the institution. In light of some of the recent turmoil surrounding faculty issues at UFV, it is important to remember that we still must work together to defend and further cultivate the forms of education we see as fundamentally important. In fact, evidence of our on-going success in this area is that we have students, like the one I have described, who have come to recognize and value university education as an end in itself.

**Glen Baier**

## From the Faculty Contract Administrator



In the six months since I've taken this job I have heard about five people say: "it never occurred to me to come to the union with this problem because:

- I don't want to be perceived as a trouble-maker;
- It's not culturally what we do where I come from;
- I didn't know the union could help me with this issue."

My job as faculty contract administrator is to help you in a quiet, respectful, process-orientated way. You have a right to feel safe in your work environment; you have a right to seek justice when you feel there has been some injustice or oversight. My job is to trouble-shoot and to bring the weight of the Collective Agreement, and the legal authority of the union to represent you.

When you come to me, I become your advocate so you don't have to directly petition the administration because that can make you vulnerable. When you're in doubt, please do ask me for clarification or advice; sometimes issues aren't covered by the CA, but those issues might be covered by other legislation. I see my job being that of a researcher/problem solver/advocate working in partnership with you. I'm only as good as the information (or ammunition) you give me. You need to give me fulsome background information as I can't always access your records immediately. I suggest you consult the current Collective Agreement if you have any questions, and then give me a call. The Collective Agreement is online through our UFV web page and through the FSA site: [http://www.ufv-fsa.ca/index.php?page=fsa\\_collective](http://www.ufv-fsa.ca/index.php?page=fsa_collective)

### The trouble with lawyers

Don't get me wrong, some of my best friends are lawyers ... When you're mad or upset, it is natural to consider hiring a lawyer to protect your interests; however, in most labour situations the FSA has more authority to deal with the employer than any lawyer would have. The FSA has the ability to consult lawyers and other experts through FPSE on your behalf. If you turn to the union with your problem, chances are it's not a new problem for FPSE even if it is a new problem for me. Lawyers are independent business people who need to make a living; hence, they need to charge you for their advice. FSA members pay for the advice of FPSE experts and lawyers through union dues. Consider coming to me first – you can always get independent legal advice, but I'm here to represent your interests with the employer.

Summary of select current activities:

1. Resolved for a sessional reinstatement of previous sessional load lost because of maternity. No sessional can lose their rights due to maternity leave. An employee under EI/federal rules is entitled to 17 weeks of maternity leave, which is equal to one semester.
2. By now you have seen the joint communication from the VP Academic and Provost and the FSA President re: sessional evaluations. Rhonda and other executive members worked with the employer to ensure that the Collective Agreement provisions were upheld for the benefit of sessionals so they don't have to be evaluated on every single course once they are through their probationary period. Sessionals bring tremendous cultural, social, and professional capital to our institution. When every course they teach is subject to evaluation, the evaluation process becomes oppressive and a waste of institutional resources.

*...continued from page 8*

3. An academic department posted an SAC that advertised for new sessional instructors in the area of expertise of the current long-serving sessionals. It was determined that the SAC needed to protect the rights of the long-serving and capable sessional faculty members. This matter was resolved in favour of one long-term sessional who regains her pre-maternity teaching load. Another sessional's rights are still in review.
4. The employer has agreed that we should set up a joint Claims Review Committee. This is a committee comprised of FSA representatives and employer representatives to review claims that may be stalled or denied by our insurer (currently Manulife). I'm researching the terms of reference to set up a Claims Review Committee. As our work force is aging I believe that there will be an increasing need for this kind of review committee.
5. Wendy Burton (Director of Teaching and Learning) arranged a series of luncheons for new faculty members to discuss the IPEC process. I attended the lunches and had the opportunity to talk to new members about the instructional probationary process and my role as Faculty Contract Administrator. If you are a new faculty member undergoing an Instructional Probationary Evaluation – remember evaluation is the key word. If I missed meeting you at one of the luncheons you can call me at local 4506 to discuss your questions or concerns.

My door is always open – and I'm grappling with a host of new problems, many involving workload, lab courses, SACs, and pension or insurance benefits. I am on the TTC campus and the Chilliwack North campus at least one day a month on Tuesdays, but I'm happy to come to you wherever you are and whenever you need me.

*Madeleine Hardin*

## From the Agreements Chair



### 1. Policy review:

The latest versions of (a) the SAC process and (b) the draft “Deans’ Process for handling Student Instructional Complaints” were reviewed.

**(a) The SAC process** handout is aimed at helping people who have never done hiring before to understand what steps need to happen and why. This makes it instructive, but it also makes it long.

The FSA may consider a one-page accompanying document for any members who serve as FSA reps on SAC committees so they can be clear what they have to monitor to be sure the process complies with the Collective Agreement. (The important steps are there, but they're not clearly labeled.)

**(b) The “Deans’ Process for handling Student Instructional Complaints”** is still in draft form and has been in use by deans for a year as a trial run.

The present version captures most of what the FSA wanted. This is a follow-up from the FSA’s successful move to eliminate the former Student’s Instructional Complaint Policy, which had subjected instructors to frivolous or vexatious complaints.

However, the new draft policy still needs more development to clarify how disciplinary concerns are separated from instructional complaints, and how a Dean handles an investigation. Note: Disciplinary complaints such as instructor absence or failure to follow the course outline do not go through the “instructional complaint” process.

*...continued on page 10*

## From the FPSE Non-Regular Employee Rep.



Here we are, already at the second issue of Words and Vision for the 2010-2011 academic year – where has the time gone? I have been busy with courses, as well as putting some time in at the Bargaining Table and time seems to fly by. As I am sure Hilary will be talking about specific issues raised during bargaining, I will mention only a couple of issues relevant to sessionals.

The percentage of sessionals currently instructing courses at UFV is sitting at around 35%, which is 10% higher than is set out in the Collective Agreement. You may recall that the FSA had grieved the matter, and it was slated to undergo an arbitration procedure very soon. This unfortunate turn of events was in part due to the reluctance of the Employer to put the matter in abeyance during the bargaining process. We offered to suspend the grievance in hopes that the matter could be equitably settled at the Bargaining Table, but we were told that this was not in the best interest of the Employer. There has been some change in the status of the grievance, and evidently council for the Employer has suggested that they accept our previous offer (now three months ago) to put the matter in abeyance. We have agreed to this, so that the matter is no longer awaiting arbitration, and we hope to settle this issue during bargaining. That being said, we still retain the right to reinstate the grievance if the issue is not resolved to our satisfaction. I will be sure to keep you updated on our progress.

Another small victory came recently with regards to sessional evaluations. There seemed to be quite a bit of confusion by Department Heads and Deans as to how often sessional instructors should be evaluated. This is very clearly addressed in the Collective Agreement, and it states in no uncertain terms that sessional instructors who are off probation are subject to exactly the same evaluation requirements as full time faculty. This means that after a sessional is off probation (so after having taught 4 courses over two academic years), he or she should only be subject to course evaluations every two years, and not for every course in every semester in every year (which is still true for probationary sessionals). Kudos to both Rhonda Snow and Eric Davis for clarifying this matter and ensuring sessionals are treated in accordance with the Collective Agreement. If you have any questions about the evaluation procedure, please do not hesitate to contact me.

Lastly, I would like to thank all those who came out for the wine and cheese event which was held on October 28 in recognition of Fair Employment Week. We didn't get the word out as early as we would have liked, but we did have a nice turn out and we hope to make this an annual event. A special thanks goes out to Tanja Rourke, who did a stellar job of getting things organized in such a short period of time. Thanks Tan 😊

Hopefully you still have plenty of energy left for the last month or so of the term, as students are counting on us to get them through their courses. I wish everyone the best of luck getting through the last bit of the semester, and be sure to rest up during the holidays, as we have to start all the fun again over again in January. As always, if you have any questions or concerns, be sure to get in touch with me! All the Best.

**Jeff Chizma**

*...continued from page 9*

### 2. Level 3 Grievance:

Taking a grievance to Step 3 required a process we hadn't dealt with before. There were many discoveries: the first was that the Agreements Committee which has to meet is not defined anywhere in the FSA Constitution. This should be an action item for the next Constitution review or AGM. Meanwhile, a committee was promptly constituted for the purpose: Hilary and myself.

Neither of us was sure how Step 3, a meeting between the FSA and Management Agreement Committees, could achieve anything that could not have been done at Step 2 or done better at arbitration. Fortunately, with Jill there to help us follow the facts of the grievance so far, the meeting did help. We were able to focus on what the issues would be if the case went to arbitration, and we did look at whether there was any other alternative to arbitration besides the informal solutions that had been turned down. The one alternative we did consider did not, in the end, have any advantages over arbitration. So it is good to know as this case moves forward that arbitration can be the right step to take.

**Moira Kloster**

## From the FPSE Status of Women Rep.



1. On October 27, I met with Martha Dow, Molly Unger and Curtis Magnuson to talk about establishing an institutional Human Rights Committee as a way to develop a network, connect interested people, and to plan relevant initiatives as part of a group. The committee would be an umbrella encompassing the FSA Status of Women and Human Rights reps, UFV groups and individuals (faculty/staff/students) and possibly community associations. If you want to be involved please email me. I anticipate the first meeting will be held in mid January 2011.
2. December 6 is the National Day of Remembrance and Action on Violence Against Women. I have ordered 50 posters from Status of Women and have 120 cards provided by FPSE. If you are interested in organizing events for Abby, Chwk, CEP and Mission campus please contact me.
3. On October 29 (evening) and 30 (day) I attended my first FPSE Status of Women meeting in Vancouver. If you would like to receive a copy of the minutes, let me know and I will forward them when received.

***Handouts received with the agenda include:***

Brochure for Women's World Conference July 3-7, 2011 in Ottawa ([www.womensworlds.ca](http://www.womensworlds.ca))

Women in Non-traditional Occupations and Field of Study (7 pages)

CAUT Almanac of Post Secondary Education in Canada (3 pages). See section 2: statistics on academic staff salaries and gender <http://www.caut.ca/pages.asp?page=442>

Tracking the Perfect Legal Storm document (27 pages). (This document is about pressures on the employer to provide and maintain a psychologically safe workplace.) Here is a link to the full report and a summary:

<http://www.mentalhealthcommission.ca/English/Pages/Mentalhealthintheworkplace.aspx>

Specific information about what the other locals are doing is available. Contact me for more details.

***Other information:***

Brainstorming for sessions for the Spring Conference to be held on Feb 25 & 26:

ECE BC presentation (Coalition of Childcare Advocates of BC)

Responding to Discrimination

Harassment & Power

Campus Safety

Greening and Gender

Women in Academia (speaker from CAUT)

Terri Van Steinburg, FPSE Executive Liaison, indicated an equity transformation within CAUT. It would be interesting to see how they made equity a CUAT priority and how they will follow an equity agenda. CAUT has established an Equity and Diversity Council which includes the SWC and other diversity groups. Two members of this committee sit on AUCC council. <http://www.caut.ca/pages.asp?page=888>

Coalition of Child Care Advocates of BC is an association of individuals and groups working to implement a system of integrated early care and learning in BC. Their mandate is to **promote and support quality community-based child care services that benefit children, families and the public and in the best interests of society**

<http://www.cccabc.bc.ca/about/index.html>

[http://www.cccabc.bc.ca/cccabdocs/integrated/files/briefing\\_update\\_Nov2010.pdf](http://www.cccabc.bc.ca/cccabdocs/integrated/files/briefing_update_Nov2010.pdf)

The coalition is a voluntary organization of interested citizens—parents, child care providers, community organizations, and unions. Any person who subscribes to the purposes of the Society may apply for membership. <http://www.cccabc.bc.ca/about/join.html>

BC Federation of Labour invites everyone to participate in the annual Dec 6<sup>th</sup> Breakfast to commemorate the National Day of Remembrance and Action on Violence Against Women. Details: Monday, Dec. 6 at 7:30, Hilton Vancouver, Metrotown. Tickets \$30, proceeds will be donated to Safe Homes Program at the Golden Women's Resource Centre Society. <http://www.bcfed.com/node/2017>

And finally, it became very evident that locals with Status of Women Committees are able to do more than those with just one representative. If you would like to work on developing a Status of Women committee please contact me at [mandy.klepic@ufv.ca](mailto:mandy.klepic@ufv.ca)

**Mandy Klepic**

# Best of words & vision

## A Backward Glance

The following article is meant as a sample of some of the gold that we have been mining from the FSA archives in recent weeks. Written by the late Kevin Busswood, a founding member, past president, and past communications chair, this piece is representative of the terrific stuff that FSA members (executive and otherwise) have contributed to the newsletter over the thirty-five years that this association has been in existence.

We especially hope you enjoy Kevin's reminiscences of the early days because we are working on a whole volume of columns and articles from our newsletter—to appear sometime in 2011. In the meantime, Words and Vision will showcase a few of these articles in our upcoming issues.

If you remember favourite articles, please let us know so that we can include them in this celebration of our history.

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### A Brief History of the FSA

By Kevin Busswood

September-October 2002 (Volume 11, number 1)

Richard Dubanski asked me some time ago to write a recollection of the early days of the FSA. Although I agreed, I was not keen. Those events that are dimmed by time and dementia do not rise easily to the conscious mind. Neither is it clear to me that there is much interest in the struggles that led to the creation of our union. Youth will be served and today's attention is focused on becoming a "regional university," a haven for young PhDs and researchers, far removed from the "community college" we once were.

Two events have kindled some spark of enthusiasm for this task. First, recent conversations, overheard in the hall, lazily expounding on the irrelevance of unions today. Second, the announcement that funding for a building to replace the "motel" in Chilliwack has at last come through. I must tell you that I shed a tear when the latter news was announced. For just a second, I was taken back over 25 years—the quiet halls of the motel again rang with the clatter of armed struggle as the FSA was born in blood and turmoil. But do not let me get ahead of myself. This tale must unfold properly, each key event in its proper place. I cannot in good faith reveal many names, for some are still alive; indeed, some still toil within our walls.

I arrived in the mid 1970s to a college gripped by fear. Dr. Larry Blake was President, he of the polished knee-high lace-up boots and corduroy breeches. Ask any old timer and they will tell you that they can still remember the swish swish swish of Larry's massy thighs brushing together as he strode the hallways. He was a powerful man, given to long speeches on "serving the community," and firm in the belief that idle faculty would get up to no good. He might appear anywhere, anytime, seeking some hapless soul nodding off for ten minutes between classes. The image may amuse you, yet many is the time that my body cried for rest. We taught 32 sections per year in the 1970s, punching a clock, never knowing which of our students were paid informers, ratting us out to the administration for using too many videos, too many small group discussions. Transgression brought immediate consequences. Dave Wyatt and I spent many hours polishing Larry's damn boots after he caught us with a still-warm VCR in the back of our classrooms.

We were isolated in our fear. We spoke in whispers and moved on silent feet, hesitating to disturb the Deans, lest they report us to Larry or the Board. These were the halcyon days of Bennett the younger. Socreds ruled, and the Board were all Socred appointees. Many of the faculty, especially the youngest and strongest, remember being sent out to work in the hop and berry fields of Board members. Try picking raspberries for six hours in the morning sun and then giving back-to-back lectures on introductory Sociology. Try turning pages when your fingers are swollen and bleeding from wrestling vines. Older faculty and many staff were sent out to work as temps in the stores and offices of Board members. There could be no dissent, no disagreement. Abbotsford and Chilliwack in the 1970s were not for sissies. Indeed, our courses on Marxist social theory were frequently under-enrolled, such was the climate of intolerance in the valley.

I must tell you what history has taught us over and over again. You cannot for long suppress the spirits of men and women. Repression breeds revolt and we became revolting. Whisper campaigns were begun: "Larry wears army boots."

*continued...*

"Dick Bate sleeps with Barbara." "Eric Woodruff wears funny ties." The whispers would catch on and spread—staff would leave notes with slogans in faculty mailboxes. We would poke each other and giggle when we thought no one was looking. I remember a proud moment when Scott Fast stuck his tongue out a few minutes after Larry and a Board member walked by. A member of the Physics department farted in a faculty meeting and wouldn't confess. I still remember Larry's face as he screamed at the Deans to "find the farter and bring him to my office!" We stood fast, united in our misery and sharing the hope that the union spirit, then sweeping the college system via the College Faculties Federation (a pre-cursor to CIEA) would soon ignite FVC.

The united spirit of faculty and staff began to wear on administration. Soon they travelled only in pairs, then groups. The "swish, swish" of corduroy became more tentative, less likely to be heard during classroom hours. Deans locked themselves into their offices, afraid of their executive assistants, and of members of the clerical pool. Swear words and bits of food began to appear in and on documents being sent to the Ministry. Even careful proofreading was no guarantee that a letter or report would make it safely to its destination.

We began to gather in secret, meeting in pubs and bars, away from the campuses, to plot the beginnings of what was to become the FSA. We knew then that only in unity would we be successful; only in unity could we aspire to fair pay and regular hours; only in unity would we begin the long march to sabbaticals, professional development, and maternity top-up. Professionals denied are professionals enraged. Our meetings became virtual hymns to solidarity, with each member careful making and remaking the points that had already been made.

We knew that regardless of whether we were social scientists, chemists, physicists, secretaries, or welders, we must stand together to face down the fascists who wanted us to be accountable for all of our waking hours. Never again would we apologize for working at home. Never again would we give out our home telephone numbers. Never again would we be told that it was rude to sleep with students. "Never again," became our mantra, muttered under our breaths, waiting for the spark, the moment when we would grasp for freedom.

That moment arrived at Christmas ('76 or '77). It was cold; the winds swept across the Sumas prairie, making driving almost impossible. We would convoy, lining up behind Allan Cameron's Porsche and creeping along the highway to make our classes and sometimes even a few minutes of our office hours.

Word came down from Larry Blake's office: Art Ross and I were once again to be sent to Cottonwood Mall and Seven Oaks to play Santa for the mall retailers—this in addition to classes and exams. To this day, I'm not exactly sure what happened, but I do know that it was over quickly. We'd had enough! We seized the motel building on Chilliwack campus. The Librarians swept down the hall from the library; Office Careers took the other wing; Paul Herman, Scott Fast, and the Humanities gang held the lounge and protected beer supplies from marauding students (and the Deans, who were always trying to cadge a drink). Colin Ridgewell, Bob Smith, and I, together with the office pool and the Social Service crowd, held the production room. I remember being in the front lines of the struggle until a vicious paper cut sidelined me with my head between my knees. I don't think it lasted more than thirty minutes. Walter Bissky and the Trades guys barricaded the front doors so that Larry, the Bursar, and the Deans could not escape. They surrendered to Jocelyn Creigh of the English Department in front of what is now the reception desk in the motel building.

Larry was stripped of his boots and his felt markers. The Deans, to a person, said that they thought a union was a great idea and that they had supported it all along—they were just waiting for the right moment, and they now realized that moment had arrived. The Board and the communities took longer to convince, but union fever was not to be denied. We negotiated a first contract, then a second... then, well, years have gone by. Our contract now looks nothing like it did then.

But don't be fooled. That which has been won by toil and battle can be lost again. The forces of darkness have returned to the land and the union movement must stir once more. Relax, and you may find yourself picking raspberries and teaching too many students in too many sections. Those who fail to learn from history are doomed to repeat it. You might also ask why Barry Bompas insists on keeping Larry's boots locked up in a cabinet in his office...

## From the Interim Secretary-Treasurer



I would like to thank Harman Dhaliwal for preparing the 'actual vs. budget' review for the 6 month period to September 30, 2010. In the review you will see our expenditures to date within each budget item approved at the last AGM.

This report covers the first six months (50%) of the fiscal year. Since our spending is not evenly distributed throughout the year, you will notice that many of the expenditure and revenue items are not exactly 50% of the approved annual budget. There are a number of reasons for the unevenness of our income and spending. In some cases, such as the AGM and the Executive Transition Meeting, the events take place at the beginning of the year so consequently all of our spending on these items is done and the amounts reported are final figures for the year. In other cases, such as donations which occur mostly at Christmas, our expenditures to date are less than 50% of the annual budget. Further, Executive Releases have only spent 34% of funds: only 3 months worth of releases were paid to the President, Contract Chair and Faculty Contract Administrator. Also, the Secretary Treasurer, Shop Stewards and Non-Regular Employees Rep will be paid next year. Our revenues are also a little uneven and are typically higher in the second half of the year. The shortfall of revenue over expenditures, evident in the loss of \$5,767 in the report, is due to the lumpy nature of our expenditures and income.

These facts make a mid-year report seem a little unhelpful and you might wonder why we have one. The purpose of the midyear report is to keep our members informed, to remind you what our budget items are, and to ensure transparency in our budget process. In looking at the review, Harman and I feel that we are in a position to satisfy the requirements of our annual budget. If you have any questions or concerns relating to the financial position of the FSA please let me know.

*Regards,  
Vladimir Dvoracek*

	Approved Annual Budget ( Apr '10 - Mar '11)	Actual Apr '10 - Sep '10	Percentage of Budget
<b>REVENUES</b>			
Members' Dues	750,345.00	310,995.07	41%
Reserve Revenues	10,500.00	13,113.98	125%
<b>Total Revenues</b>	<b>760,845.00</b>	<b>324,109.05</b>	
<b>Percentage of Revenue Earned</b>			43%
<b>EXPENDITURES</b>			
Annual General Meeting	3,000.00	2,952.95	98%
Charitable Donations	11,568.00	2,670.00	23%
Committee Expenses	3,000.00	673.54	22%
Communications/Website	4,000.00	3,946.32	99%
Delegate Fees, Training & Seminars	12,000.00	4,553.42	38%
Executive Releases	241,404.00	81,300.57	34%
Executive Transition Meeting	6,000.00	5,995.78	100%
Federation of Post-Secondary Educators	333,046.00	163,605.71	49%
Fraser Valley Labour Council	3,000.00	1,420.72	47%
FSA Staff (CUPE)	100,000.00	52,001.99	52%
Legal, Audit & Management Fees	10,000.00	3,029.58	30%
Membership Recognition	8,000.00	1,497.06	19%
Office Equipment & Repair	2,500.00	200.27	8%
Office Supplies, Phone, Fax	8,000.00	4,207.06	53%
Social Events Contributions	7,307.00	272.82	4%
Travel Expenses	6,000.00	1,548.26	26%
<b>Total expenditures</b>	<b>758,825.00</b>	<b>329,876.05</b>	
<b>Percentage of expenditures Earned</b>			43%
<b>NET SURPLUS/(DEFICIT)</b>			<b>2,020.00</b> <b>(5,767.00)</b>

## From the Occupational Health & Safety Co-Chair



So, what if you come across something you think is a health hazard, or a potentially dangerous situation, or something that causes you concern, and you would like to report it and have it looked into? Who ya gonna call...?

You might want to clip this bit of information and post it somewhere for reference because, unfortunately, the OH&S pages on the website are about 3 or 4 years out of date, and the authority for those pages apparently still has not been transferred to someone who can make the necessary changes.

You can contact any of the following current members of the OH&S Committee at any time, about any Health & Safety-related issues in and around the workplace:

**Connie Cyrull - local 4214**

Abbotsford Campus rep (FSA elected)

*Kathy Gowdridge*

**Joan Johannessen - local 7602**

Mission Campus rep (FSA elected)

**Janine Brown - local 2842**

Chilliwack Campus rep (FSA elected)

**Georgina Marsom - local 4537**

Member At Large (FSA elected)

**Kevin Antonishen - local 4685**

Member At Large (FSA elected)

**Alan Arndt - local 4371**

Member At Large (FSA elected)

**Valentina Jovanovic - local 4153**

Sciences rep (appointed, ongoing)

**Mark Ryan - local 5426**

Trades rep (appointed, ongoing)

(the Trades area currently meets separately)

**Kathy Gowdridge - local 6311**

FSA Co-Chair (FSA elected)

**Mo Bual - local 4534**

Mgmt Co-Chair (Assoc. Director, OH&S)

**Dan Sarrasin - local 4095**

Mgmt appointee (Manager, Safety & Security)



## The Issue of Rank: Where are we now and what is next?

Our EGM on September 30<sup>th</sup> addressed the motion from the AGM last May: to convene a meeting in September to reopen the discussion on rank. As you can see from the minutes of the EGM on pages 17 & 18, many issues were raised at the meeting. The discussions, especially those around the wording of the question in the motion, indicated to the FSA that we do not yet have a clear direction for us to take on behalf of our members. The motion was tabled, and as a result, **the meeting originally scheduled for November 25<sup>th</sup> to review the results of the vote has been postponed.**

The FSA has a responsibility to represent its members, even where the members have widely differing perspectives. This is a difficult task. It is important that we move carefully, and as a result we will not be bargaining anything related to rank this time around. This gives us more time.

### Time for a survey

One of the best ways for the FSA to be certain that we are representing the viewpoints of the majority of our members on this or any other bargaining issue, is to conduct a survey. A general survey on the issue of rank will be able to ask many questions in order for us to get a sense of our members' preferences. This will also give us a mandate to move forward on this issue on your behalf.

**Please send your suggestions for what you'd like to see included in the survey** to the Words and Vision Editor, Lynn Kirkland Harvey, by January 31<sup>st</sup>, 2011.

We expect to implement the survey before the end of the winter semester. The results of this will give us some direction, and then we can deal with the tabled motion on rank from the EGM at a General Meeting in the spring.

### Continue to share your thoughts

We also invite members to submit letters to the editor in Words and Vision. We continue to hear some good hallway conversations expressing your beliefs and feelings about ranking of faculty and about the various processes that could be adopted for ranking. Let's use the newsletter as a place to be heard.

## EGM Draft Minutes

**University of the Fraser Valley  
Faculty & Staff Association  
EXTRAORDINARY GENERAL MEETING  
Thursday, September 30, 2010, 4:00pm  
Abbotsford Campus – Theatre**

***Draft MINUTES***

**Present:** Anastasia Anderson, Teresa Arroliga-Piper, Glen Baier, Arthur Babiarz, Nancy Barker, Colleen Bell, Peggy Bray, Ken Brealey, Wendy Burton, Alan Cameron, Trevor Carolan, John Carroll, Adrienne Chan, Jocelyn Coates, Irwin Cohen, Virginia Cooke, Tim Cooper, Jeff Chizma, Linda Dahl, Cheryl Dahl, Christine Dalton, Elizabeth Dow, Shelley Drysdale, Vladimir Dvoracek, Robin Endelman, David Fenske, Ian Fenwick, Susan Fisher, Ali Reza Fotouhi, Sheldon Frank, Paul Franklin, Brenda Fredrick, Kathleen Gowridge, Larry Gritzmaker, Madeleine Hardin, Robert Harding, Jill Harrison, Isabel Hay, Tim Herron, Jonathan Hughes, Ian Hunt, Aleksandra Idzior, Michael Johnson, Randy Kelley, Lynn Kirkland Harvey, Mandy Klepic, Moira Kloster, Michelle La Flamme, Marcella LaFever, Zina Lee, Chantelle Marlor, Amanda McCormick, Rod McLeod, Allan McNeill, Gillian Mimmack, Nicola Mooney, Marlene Murray, Sylvie Murray, Janice Nagtegaal, Christina Neigel, Kimberley Norman, Sean Parkinson, Darryl Plecas, Wayne Podrouzek, John Potts, Gayle Ramsden, Scott Sheffield, Rhonda Snow, Geoffrey Spurling, Hamish Telford, Tricia Thomson, John Todrick, Linda Toews, Grace Tsurumaru, Hilary Turner, Melissa Walter, Noham Weinburg, Raymond Welch, Debbie Wheeler, Robin White, Joseph Yu, Lorraine Wood-Gaines, Tanja Rourke (*Minute Taker*).<sup>(82)</sup>

**By Proxy:** Allan Arndt, Satwinder Bains, Adrianna Bakos, Rita Dhamoon, Dana Landry, Olav Lian, Linda Pardy, Samantha Pattridge, Stephen Piper, Greg Schlitt, Gregory Schmaltz, Norman Taylor.<sup>(12)</sup>

**Guests:** Zoe Towle, FPSE Representative.

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**1. Welcome – Rhonda Snow**

Rhonda Snow, FSA President welcomed everyone to the meeting and confirmed that the minimum number of members were in attendance and that the fourteen-day notice requirement for the EGM was complied with.

**2. Introduction of the new FSA Executive – Rhonda Snow**

Both the Executive and Stewards were introduced.

**3. Approval of the Agenda – Rhonda Snow**

A request was made to add the following question to item 4b. “Is bargaining the only way that ranking will be introduced?”

**Motion:** to approve the agenda with the above addition.

**T. Carolan/W. Podrouzek – Carried**

**4. Discussion Items**

**a. Where we stand now: - Moira Kloster**

Moira Kloster framed the debate in terms of moving beyond trying to persuade one another and instead look for respectful ways to identify practical options.

## EGM Draft Minutes...continued

### b. Developing a plan of action: Updated factors to consider – *Rhonda Snow/Hilary Turner*

- i. Hilary Turner provided a report on the current round of bargaining. She also addressed the question which was added to the agenda at the beginning of the meeting: “Is bargaining the only way to introduce rank?” Hilary stated that although it is not the only way to introduce rank, it is the only way to include the issues of workload, salary, and/or evaluation.
- ii. Rhonda Snow gave a Power Point presentation (available on the FSA website under Labour News: Governance Issues) and talked about issues surrounding:

The role of academics on Senate under the Amended University Act

The status of the legal issues regarding the McPhillips Decision, including the responses of FPSE and CAUT

The responses of other faculty associations, FPSE, and CAUT to the letters sent to all new universities regarding changes in Senate jurisdiction over some articles in the Collective Agreements

Data on how the other new universities were handling the issue of ranking of faculty: Vancouver Island University, Kwantlen Polytechnic University, and Capilano voted against ranking of faculty. Emily Carr had ranking prior to becoming a university.

### c. Our Next Steps

Lynn Kirkland Harvey provided an overview on how the EGM committee constructed the agenda and proposed motion.

Lengthy discussions took place between the membership and the Executive, and the following points were raised:

#### Concerns over the wording of the motion “I want to be ranked” and vote:

Some preferred to vote on the question as written whether they personally wanted rank; others preferred a more general question to ask if UFV should introduce a system of rank.

Some felt the preamble was confusing because it distinguished between ranking and titles, but the question was only on ranking. Some suggested that there should be more than one question.

The difficulty of voting yes or no to ranking in the absence of a precise model was raised.

Some suggested a third category, such as “maybe”, “undecided”, or “I don’t care”.

#### Concerns over the status of the vote and the results:

Should it be a survey, a poll, or a referendum?

What would the results be used for?

Is bargaining the only way rank could be introduced? (see a and b, below)

- a. It was asked if it would be possible to bargain rank for the minority who want it
- b. The advantages and disadvantages of being in a democratic system were raised. What are the rights of any minority in a democracy? What do we do if the results are that the minority want rank or the minority do not want rank?

#### Concerns over the interpretation of “rank”:

Some suggest that we are already ranked because of differing contract types (sessional, part time, Type B) and seniority scales

After much discussion over these issues and due to the lack of time, the following motion was put forth:

**Motion:** to table the proposed motion.    *M. Hardin/H. Telford – Carried*

The University of the Fraser Valley and  
the Faculty & Staff Association  
invite you to the

*Annual*  
**Holiday  
Dinner  
& Dance**

*Bring your family, friends, and colleagues  
to join us in celebrating another year.*

Tickets available at:

- Abbotsford - Faculty Services
- Marshall Road Annex - Reception
- Chilliwack - Faculty Services
- Trades and Technology Centre - Reception
- Mission campus - Administration Office
- Hope and Agassiz - tickets can be purchased by mail

**Cost: \$25 per ticket**

Ticket includes dinner, dessert and complimentary wine  
Band: Head Over Heels

Donations for the local food bank are gratefully accepted.  
Operation Red Nose will be on call for a safe ride home.

Saturday

6 pm cocktails  
7 pm dinner  
8 pm prize draws and dancing

Chilliwack Golf and Country Club  
41894 Yale Road W  
Chilliwack, BC

Dec 4

For more information or questions please contact

Janice Nagtegaal, FSA Social Committee Chair  
by email ([janice.nagtegaal@ufv.ca](mailto:janice.nagtegaal@ufv.ca)) or by phone (local 4080)



## FSA Contacts 2010-11

### Executive

	<b>Local</b>
President	Rhonda Snow
Faculty Vice-President	4061
Staff Vice-President	Glen Baier
Contract Administrator (Faculty)	2421
Contract Administrator (Staff)	Isabel Hay
Contract Chair	4034
Secretary/Treasurer (Interim)	Madeleine Hardin
Communications Chair	4605
Agreements Chair	Jill Harrison
JCAC Co-Chair	4593
JPDC Co-Chair	Hilary Turner
OH&S Co-Chair	4466
Social Committee Chair	Vlad Dvoracek
FPSE Rep. Status of Women	4702
FPSE Rep. Human Rights	Lynn Kirkland Harvey
FPSE Rep. Non-Regular Employees	6323
	Moira Kloster
	Shannon Draney
	Darryl Plecas
	Kathy Gowridge
	Janice Nagtegaal
	Mandy Klepic
	Martha Dow
	4080
	4628
	4228

### Faculty Stewards:

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Larry Gritzmaker	larry.gritzmaker@ufv.ca	5428
Linda Toews	linda.toews@ufv.ca	4087

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Hilary Cooper	hilary.cooper@ufv.ca	4520
Leah Carr	leah.carr@ufv.ca	4739

### OFFICE ADMINISTRATION

Member Services & Procedures	Tanja Rourke	4530
Finance	Harman Dhaliwal	4475

## WHAT'S NEXT ON THE FPSE CALENDAR?

For updates and upcoming meetings at the Federation of Post-Secondary Educators (FPSE), visit their website at  
<http://www.fpse.ca>



### BC FEDERATION OF LABOUR 2010 CONVENTION

Nov 29 - Dec 3 at the Vancouver Convention Centre

## words & vision

Newsletter of the UFV Faculty & Staff Association

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Contributions and ideas are welcome from all members.  
**Email: Lynn.Kirkland@ufv.ca**